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Union: **Supervisory, Technical, Executive, & Professional Staff (STEPS) Association**

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BT 18275

AGREEMENT

By and between the

WAPPINGERS CENTRAL SCHOOL DISTRICT

and the

SUPERVISORY, TECHNICAL, EXECUTIVE

and

PROFESSIONAL STAFF ASSOCIATION

July 1, 2005 - June 30, 2010

RECEIVED
NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

AUG 05 2010

ADMINISTRATION

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PREAMBLE

The Wappingers Central School District ("District"), and the Supervisory, Technical, Executive, & Professional Staff Association ("Association") enter into this Agreement to further a harmonious and cooperative relationship between its members, the Administration, and the Board of Education.

ARTICLE 1 **RECOGNITION**

1.1 The District has recognized the Association as the exclusive bargaining agent for a negotiating unit composed of employees in the following job titles: Accountant, Bus Driver Trainer, Custodial Supervisor, Head Automotive Mechanic, Head Bus Driver, Head Maintenance Mechanic, Microcomputer Software Assistant, Network Analyst, Network Specialist, Senior Accountant, Senior Groundskeeper, Senior Maintenance Mechanic, Shop Foreman, Software Support Analyst, Special Programs System Specialist, Storekeeper, and Telecommunications Technician.

ARTICLE 2 **WORKING CONDITIONS**

2.1 Work space will not be held in any room in which conditions are below minimal health and safety standards as determined by the appropriate public authority.

2.2 The District will make every reasonable effort to see that each work space has adequate lavatory facilities.

2.3 The District will make every reasonable effort to include Association personnel in the consideration of District policy changes that affect the Association or its members.

2.4 Mileage reimbursement for those who use their own automobile for District business shall be paid at the highest prevailing rate per mile in accordance with District mileage rates and policy.

2.5A The District will provide, at its expense, seasonal uniforms for the Custodial Supervisor, Head Automotive Mechanic, Head Maintenance Mechanic, Senior Groundskeeper, Senior Maintenance Mechanic, Shop Foreman, Storekeeper, and Telecommunications Technician on the following basis: Five (5) pants, ten (10) shirts, and two (2) jackets to each unit member.

2.5B All unit members to whom uniforms are issued shall wear the complete uniform while on duty or carrying out the duties assigned to them. The uniforms will be maintained in a neat and clean condition and changed when necessary to maintain a neat and clean appearance. The unit member to whom the uniform is issued shall pay for loss or damage to the uniform, other than normal wear and tear.

2.6 Unit members receiving uniforms shall receive a cleaning and maintenance allowance of \$130 per annum.

2.7 The Custodial Supervisor, Head Automotive Mechanic, Head Maintenance Mechanic, Senior Groundskeeper, Senior Maintenance Mechanic, Shop Foreman, and Storekeeper will receive a maximum reimbursement of \$100 per year for safety shoes upon submitting an approved paid invoice.

2.8 A unit member who leaves work and is recalled from home to duty (other than within two hours of the commencement of his/her shift) shall receive minimum compensation of two hours pay, regardless of time actually worked.

ARTICLE 3 **SICK LEAVE POLICY**

3.1 Sick Leave

A. All unit members employed on or before March 31, 1995, shall receive 12 sick days per year. All unit members newly employed after March 31, 1995, shall receive one sick day for each month of employment.

B. Sick days shall accumulate without limit. On July 1st of each year, unused sick days from the prior year will be added to that which has already been accumulated.

C. A Doctor's certificate may be required in the event of illness. It is not the intent of this clause to require a Doctor's certificate in the event of each and every illness in the unit. It is the intent of this clause to enable the District to monitor sick leave and to prevent the abuse of the sick leave policy by individuals. Where an individual feels the District is abusing this right, he or she shall have the right to grieve.

D. Five days per year may be taken from sick leave for family illness.

3.2 Extended Sick Leave

Additional sick leave in cases of single sustained illness or accident shall be available to unit members who have been employed by the District for three consecutive years, subject to the following conditions:

A. Grant of Days

In order to provide a reservoir of days to cover subsequent short term illness, a standing committee composed of two members designated by the Association shall review each case with the immediate supervisor of the staff member concerned and shall make a recommendation to the Superintendent or his/her designee who shall review the recommendation. Such items as nature of illness, need for medical attention, and nature and length of confinement will be among the guidelines for this committee's consideration of eligibility for coverage.

B. With Superintendent's or Designee's Approval

1. If such recommendation in (A) is approved by the Superintendent or his/her designee, the unit member shall use 75% of his/her accumulated sick days and shall not be charged additional sick days for the remainder of that absence covered under the extended sick leave provision subject to conditions stated in #2 below.

2. It will be the right of the Superintendent or designee to review and act upon requests to extend sick leave at the end of each or any eight-week interval.

3. The unused portion of sick leave shall remain intact while covered under the extended sick leave provision.

C. Sustained Illness or Accident Defined

Unit members shall not be eligible for consideration under the additional provisions of the sick leave policy until such time as they shall have been absent continuously for 30 calendar days due to illness or accident.

3.3 Sick Leave Conversion

A. Any unit member who was first employed prior to February 10, 1986, upon retirement or separation from the District, shall be compensated, or his/her next of kin (upon death) compensated, at the rate of 40 percent of accumulated sick leave up to 150 days and 60 percent over 150 days, at the daily rate in effect on June 30, 1998.

B. Any unit member first hired by the District on February 10, 1986 or thereafter shall not be entitled to sick leave conversion upon retirement or separation. However, any unit member hired from within the District can vest his/her accumulated sick leave at 40 percent of accumulated sick leave of up to 150 days and 60 percent over 150 days, at the daily rate in effect on June 30, 1998, and be entitled to a deferred sick leave conversion upon retirement or separation from the School District.

C. Payment for those unit members entitled to a sick leave conversion benefit shall be made into a designated District-approved IRS 403(b) plan.

ARTICLE 4 **GROUP HEALTH INSURANCE**

4.1 Effective July 1, 2005 through June 30, 2007:

A. The employer shall pay 95% of the premium cost for individual or family coverage under the Dutchess BOCES Health Insurance Consortium Alternate PPO Plan ("DEHIC Alternate PPO") or the HMO option(s) offered by the District for full-time unit members hired prior to July 1, 2003 and hourly unit members hired before April 1, 1995, who elect to participate in either the DEHIC Alternate PPO or the HMO plan(s).

B. Hourly unit members hired after March 31, 1995 but prior to July 1, 2003, who are regularly employed for at least 25 hours per week, shall be eligible for individual or family plan health insurance under the DEHIC Alternate PPO plan or HMO option(s) offered by the District, for which the District shall contribute an amount not to exceed 95% of the selected plan's individual coverage.

C. Each person hired as a full-time unit member on or after July 1, 2003, shall be eligible for individual or family plan health insurance coverage under the DEHIC Alternate PPO plan or the HMO option(s) offered by the District for which the District shall contribute an amount not to exceed 90% of the premium cost of the selected plan.

D. Hourly unit members hired on or after July 1, 2003, who are regularly employed for at least 25 hours per week, shall be eligible for individual or family plan health insurance under the DEHIC Alternate PPO or the HMO option(s) offered by the District for which the District shall contribute an amount not to exceed 90% of the cost of the premium of the selected plan's individual coverage.

4.2 Effective July 1, 2007 and thereafter:

A. The employer shall pay 90% of the premium cost for individual or family coverage under the Dutchess BOCES Health Insurance Consortium Alternate PPO Plan ("DEHIC Alternate PPO") or the HMO option(s) offered by the District for full-time unit members hired prior to May 22, 2007 and hourly unit members hired before April 1, 1995, who elect to participate in either the DEHIC Alternate PPO or the HMO plan(s).

B. Hourly unit members hired after March 31, 1995 but prior to May 22, 2007, who are regularly employed for at least 25 hours per week, shall be eligible for individual or family plan health insurance under the DEHIC Alternate PPO plan or HMO option(s) offered by the District, for which the District shall contribute an amount not to exceed 90% of the selected plan's individual coverage.

C. Each person hired as a full-time unit member on or after May 22, 2007 shall be eligible for individual or family plan health insurance coverage under the DEHIC Alternate PPO plan or the HMO option(s) offered by the District for which the District shall contribute an amount not to exceed 87.5% of the premium cost of the selected plan.

D. Hourly unit members hired on or after May 22, 2007 who are regularly employed for at least 25 hours per week shall be eligible for individual or family plan health insurance under the DEHIC Alternate PPO or the HMO option(s) offered by the District for which the District shall contribute an amount not to exceed 87.5% of the cost of the premium of the selected plan's individual coverage.

4.3 The District reserves the right to substitute a new insurance plan. The Association agrees to the District's substitution of a new health insurance plan for members of the Association in the event a substitution of such plan is agreed to by either the Wappingers Congress of Teachers or the Wappingers Federation of Workers. Substitution of a new plan shall not affect the District percentage toward premium cost in effect at the time of the substitution.

4.4 Such plan or plans offered by the District shall include provision for continuation of benefits to a unit member into retirement, at the same percentage of District contribution in effect for the unit member as of the date of the unit member's retirement, provided the unit member retired while covered by a unit collective bargaining agreement in effect prior to July 1, 1993 or provided the unit member must have a minimum of ten years of continuous full-time or hourly (25 hours per week or more) service to the District and provided the unit member retires with the New York State & Local Retirement System.

4.5 Any current unit member or new unit member who can demonstrate proof of alternate coverage, shall have the option of withdrawing from or waiving such plan and shall complete any and all documents necessary to effect such withdrawal or waiver. In the event of such withdrawal or waiver, the unit member will not be eligible to receive the health insurance benefits provided by Sections 4.1 and/or 4.2 and shall receive, in lieu thereof, the sum of \$1,000 per annum if such unit member had or was eligible for family or two-person coverage, or \$500 per annum if such unit member had or was eligible for individual coverage. Such sums will be paid in February and June. A unit member having withdrawn or waived pursuant to this section, may rejoin the plan only upon repayment to the District of all sums paid to the unit member during the then current school year.

4.6 As of March 31, 1995, no unit member or retiree may be covered under more than one family and/or individual health insurance plan provided by the District. However, unit members covered by dual family coverage prior to April 1, 1995 shall receive an annual buy-out in the amount of \$2,500.

ARTICLE 5
WORKERS' COMPENSATION PAYMENT

5.1 Unit members who are injured at school in the course of their employment and thus entitled to Workers' Compensation payments, shall be compensated in the following manner:

Any payment received as Workers' Compensation benefits for absence for which the unit member also receives full sick leave pay will be returned to the District so long as the unit member receives full salary. The unit member shall be entitled to retain any Workers' Compensation benefits for any period of time for which sick leave pay is not paid or payable.

5.2 No sick leave shall be charged for the amounts of compensation returned to the District.

ARTICLE 6
PAYROLL DEDUCTION

6.1 The District agrees to withhold from the salary the necessary contribution required to sustain membership in a tax-sheltered annuity plan for unit members participating in the plan selected by the unit member and to forward such contribution to a sole agent.

ARTICLE 7
LONGEVITY INCREMENTS

7.1 At the completion of 10 years of service, 15 years of service, 20 years of service, and 25 years of service, unit members shall be entitled to the payment of annual longevity increments in the amount of \$713, in addition to basic annual pay.

ARTICLE 8
PAY PERIODS

8.1 All unit members shall be paid on the fifteenth and the last business day of the month. When the regular pay day falls on a Saturday, Sunday, or holiday, the employer shall pay the member on the last banking day immediately preceding the Saturday, Sunday, or holiday. For purposes of this Article, "holiday" refers to days on which the entire bargaining unit is not scheduled to work.

8.2 Each unit member shall be provided with a statement of gross earnings and the statement of deductions made for any purpose.

8.3 Paychecks or other financial statements shall be sent to unit members in sealed envelopes.

8.4 Effective no later than June 20, 2007, direct deposit of payroll checks shall be required for all unit members.

ARTICLE 9
BEREAVEMENT LEAVE

9.1 Unit members shall be entitled to five consecutive work days absence from employment with pay commencing not later than the day of the funeral, not chargeable to any other leave, for each

death in the family, i.e., parents, grandparents, children, grandchildren, brothers, sisters, spouse, and immediate in-laws.

9.2 Unit members shall be entitled to one work day per year of absence from employment with pay, not chargeable to any other leave, for funerals of close relatives other than those stated above.

9.3 The employer may request the member to submit proof of death for the purpose of payment under this Article.

ARTICLE 10

PERSONAL LEAVE

10.1 Unit members shall be entitled each year to two personal days absence without reason, without loss of compensation or deduction from any other paid leave credits, except immediately before or after a holiday or recess unless approved by the immediate supervisor. The unit member shall give at least two days' notice of the need for such personal days except in the event of an emergency, the nature of which shall be provided by the unit member. A third personal day for emergency reasons shall be granted at the discretion of the Superintendent or his/her designee.

ARTICLE 11

LEAVE OF ABSENCE

11.1 In its discretion, the District may grant leave for any reason, with or without pay, upon application to and approval by the Superintendent and the Board of Education. Such leaves could be requested for a period of up to one year for such reasons as a prolonged personal or immediate family illness, child rearing, spouse's temporary transfer of work location, or pregnancy. Temporary help would be hired with the understanding that upon the unit member's return, he/she would be reinstated in his/her original position with continuing benefits. Refusal of request for leave is not subject to the grievance process. The foregoing shall be applied in accordance with existing federal and state law pertaining to family leave, but in no event shall this section be applied or construed to give lesser benefits than those available under federal or state law.

ARTICLE 12

VACATIONS

12.1 For unit members hired prior to July 1, 1991, earned vacation time shall be 15 days after one year of employment through the seventh year of employment, 20 days after seven years of employment through the 15th year of employment, and 25 days each year thereafter.

12.2 For unit members hired on or after July 1, 1991, earned vacation shall be 10 days after one year of employment through the fifth year of employment, 15 days after five years of employment through the seventh year of employment, 20 days vacation after seven years of employment through the 15th year of employment, and 25 days thereafter.

12.3 Vacation time for new unit members will be prorated on a monthly basis from the time of initial hire through the following June 30th. If the unit member's hire date occurs after the 15th of the month, no credit is accrued for said month.

12.4 Any unit member shall be entitled to carry over unused vacation time to the year immediately following. A total of five days per year can be carried up to five years service. Ten (10) days per year can be carried after five years. A maximum accumulation of 25 days can be deferred.

Vacation of over four consecutive weeks must be approved by the Superintendent or his/her designee.

12.5 Notwithstanding the provisions of 12.1, unit members who were employed as of June 30, 1988 will continue the same vacation eligibility as they had as of that date.

12.6 Any unit member whose employment is terminated prior to June 30 shall receive a prorata cash payment in lieu of accumulated vacation time. Accumulated time and the amount of such payment shall be determined as follows:

For unit members entitled to 15 vacation days or less, one-twelfth of the bi-weekly salary for each month of employment from July 1 to June 30.

For unit members entitled to more than 15 days vacation, the number of days worked from July 1 through the last day worked, divided by the number of working days in any given year, times the number of vacation days allowed, shall equal the number of vacation days entitled to. Annual salary divided by the number of working days gives the daily rate which, multiplied times the number of vacation days entitled to, equals the amount to be paid for vacation.

In any event, if such employment is terminated on or before the 15th day of the month, no vacation credit shall be given for that month.

12.7 Ten-month unit members are not covered by this Article.

12.8 Unless otherwise agreed to between the supervisor and the unit member, all transportation unit members must return to work on Monday of the first full week prior to opening of school.

ARTICLE 13

TRAINING REIMBURSEMENT

13.1 Any unit member, upon prior recommendation by his/her supervisor and approval of the Superintendent of Schools or his/her designee, may participate in classes, conferences, or special training when such instruction will benefit the District. Reimbursement for tuition costs and other appropriate costs up to a maximum of \$650 shall be made by the District upon evidence of successful completion of a course of study.

ARTICLE 14

HOLIDAYS

14.1 Unit members shall be entitled to 15 paid holidays per year. The Association shall be consulted before the holiday schedule is put into effect.

ARTICLE 15

RETIREMENT BENEFITS

15.1 The District will continue to participate in, and to make contributions to the New York State and Local Retirement System on behalf of all eligible unit members toward the "Non-Contributory Plan (Section 75-I)."

ARTICLE 16
DISTRICT-WIDE COMMITTEE PARTICIPATION

16.1 When District-wide committees are formed, sponsored by the Board of Education, the Association shall be considered along with other groups for committee membership. When appropriate, the Association shall have representation on the committee. Appropriateness shall be determined by the Board of Education.

ARTICLE 17
MEMBER'S FILE

17.1 No memorandum, note, materials, statements, evaluation, or report relating to a unit member's service, character, conduct, or personality, shall be placed in a unit member's file unless the unit member is given an opportunity to read the material. The unit member shall acknowledge, in writing, that he/she has read such note, materials, statements, evaluation, or report and may append any statement he/she may wish to make. Such acknowledgment or statement, if any, shall become a part of the unit member's file. The signing of a report by a unit member, if it contains material derogatory to his/her conduct, service, character, or personality, shall in no way indicate agreement with the contents of the report.

17.2 Only the Superintendent of School's file for the unit member shall be used in a disciplinary proceeding and any memorandum, material, or notes contained in the file shall not be used as official records in a disciplinary proceeding or official hearing or trial, except as such material has been reviewed by the member as described in 17.1.

17.3 A unit member shall have the right to examine the Superintendent of School's file relating to him/her at reasonable intervals upon request to the Superintendent of Schools or his/her designee within five working days after the request and in his/her presence. A unit member's personnel file shall not be opened to public inspection.

ARTICLE 18
SALARIES/CLASSIFICATION

18.1 For the purpose of computing pay increments, the anniversary date for all unit members hired between July 1 and December 31 shall be July 1 and the anniversary date for all unit members hired between January 1 and June 30 shall be January 1. Unit members hired prior to April 2, 1997 shall have an anniversary date of July 1.

18.2 Unit members shall be paid overtime for all hours worked in excess of eight hours a day. Saturdays, Sundays, and holidays shall be considered as overtime. The overtime rate of pay will be calculated at one and one-half times the hourly rate. A unit member who is on an out-of-District assignment for more than ten and one-half (10 1/2) consecutive hours will receive a meal allowance of \$6.00. If attending any function (workshops, training classes, conferences, work sessions in other locations, etc.) and time spent at the function results in the unit member's day being extended beyond the normal eight hour day (including travel time, less applicable normal commuting time), overtime will be paid when such attendance is required by the District and the unit member is not voluntarily attending. If the unit member requests to attend such functions, such as a conference or trade show, or if a unit member is offered an opportunity to attend such functions voluntarily, no overtime will be paid.

18.3 When a unit member changes classification and such change can be considered "promotional," the unit member shall be granted a salary review.

18.4 The District retains the prerogative to place unit members in job titles.

18.5 The salary of each unit member will be increased as follows:

7/1/05	4%
7/1/06	4%
7/1/07	4%
7/1/08	4%
7/1/09	4%

The District and the Association agree that a pool of \$15,000 per year in 2006-07 and 2007-08 will be provided for equity adjustments to salaries. The parties shall meet no later than June 8, 2007 to determine the distribution of equity adjustments for both years. In the event the parties cannot agree upon the precise distribution of equity adjustments, an arbitrator chosen by the parties will resolve the matter. Retroactivity for 2006-07 salary increases will not be made until a decision is made relative to the distribution of equity adjustments.

Retroactive payments for salary increases and any other retroactive payments included in this agreement shall only apply to current members of the bargaining unit and retired members of the bargaining unit whose effective date of retirement was after on or after July 1, 2005.

18.6 Except as elsewhere provided, starting and departure times on days of inclement weather or other emergencies shall be as determined by the Superintendent in accordance with prevailing conditions.

18.7 The Night Shift Custodial Supervisor shall receive a pay differential in the amount of \$350.

18.8 A unit member shall receive a one-time payment of \$50 upon the completion of each ten (10) hours of approved inservice instruction.

ARTICLE 19

WELFARE TRUST FUND

19.1 The Association shall establish a Welfare Trust Fund, administered by the Association, with trustees elected by the membership of the Association. The trustees shall determine the benefits and/or insurances to be purchased.

19.2 - The District shall make one payment by November 1 for each full-time and hourly unit position in the following amounts: \$800 effective July 1, 2005, \$850 effective July 1, 2006, \$900 effective July 1, 2007, \$950 effective July 1, 2008.

19.3 - Financial records of the Welfare Trust Fund shall be made available to the District for periodic audit.

19.4 - The Welfare Trust Fund shall be used to purchase insurance, for example, dental insurance, life insurance, optical insurance, drug insurance, disability insurance, income protection insurance, legal services insurance, or combinations thereof.

ARTICLE 20

GRIEVANCE PROCEDURE

20.1 - A grievance shall mean a complaint by an unit member, group of unit members or by the Association that there has been a violation of a specific item or condition of this Agreement or any District or administrative policy or rule.

20.2 - A grievance shall be processed in the following stages:

Stage I: The aggrieved party shall present the grievance in writing within 30 days of the act or omission giving rise to the grievance.

Stage II: Within 10 days after the disposition of the grievance at Stage I, the grievant may appeal in writing to the Superintendent of Schools or his/her designee.

Stage III: Within 15 days after the disposition of the grievance at Stage II, the grievant may appeal in writing to the Board of Education.

Stage IV: Within 15 days after the disposition of the grievance at Stage III, the Association may submit the grievance to arbitration by making a written request to the panel member, next in order, listed below. The decision of the arbitrator shall be final and binding upon all parties. The costs of the services of the arbitrator, including expenses, if any, will be borne equally by both parties.

1. Susan McKenzie
2. Howard Edelman
3. Dennis Campagna
4. Stephen Bluth

A meeting of the parties for the purpose of presenting mutual positions shall be held at Stage I, Stage II, and/or Stage III within not less than three days of a request for such meeting and within not more than 10 days after receipt of such request. A written decision with supporting reasons shall be rendered to the grievant and the Association in each instance within 10 days of such meeting.

20.3 A unit member shall have the right to present grievances in accordance with these procedures, free from coercion, interference, restraint, discrimination, or reprisal.

20.4 A unit member shall have the right to be represented in each stage of the procedure by a person or persons of his/her choice who are also members of the Association.

20.5 All meetings shall be confidential.

20.6 Where a grievance arises as a direct result of an action of the Board of Education, a grievance may be submitted directly at Stage III.

20.7 Nothing contained herein shall be construed as limiting the right of any unit member having a grievance to discuss the matter informally with any appropriate District designated member of the administration and having the grievance informally adjusted without the intervention of the Association. In the event that any grievance is adjusted without formal determination, pursuant to this procedure, such adjustment shall be binding upon the aggrieved party and shall, in all respects, be final. Said adjustment shall, in no event, however, create a precedent or ruling binding upon either of the parties to this Agreement in future proceedings.

20.8 Since it is important to good relationships that grievances be processed as rapidly as possible, every effort will be made by all parties to expedite the process. The time limits specified for either party may be extended only by mutual agreement.

20.9 If a decision at one stage is not appealed to the next stage of the procedure within the time limit specified, the grievance will be deemed to be discontinued and further appeal under this Agreement shall be barred.

20.10 The Board of Education and the Association agree to facilitate any investigation that may be required and to make available any and all material and relevant documents, communications, and records concerning the alleged grievances.

20.11 Use of the word "days" in this Article shall mean regular work days.

ARTICLE 21

LEGISLATIVE ACTION

21.1 – It is agreed by and between the parties that any provisional of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

ARTICLE 22

DURATION OF AGREEMENT

22.1 This Agreement shall be effective July 1, 2005 and shall continue in effect until June 30, 2010. Any modifications and amendments hereto shall be in writing and shall be subject to ratification by the respective parties.

22.2 The parties agree to commence meetings to reach a new agreement at a reasonable period of time prior to 120 days before the close of the fiscal year which is concurrent with the final year of this Agreement.

22.3 No rights or benefits except those specifically set forth and enumerated herein shall be construed out of or implied from this Agreement. Prior individual contractual agreements not specifically addressed shall not be covered by this contract.

22.4 The parties acknowledge the full opportunity to deal with any and all matters in the collective bargaining process and agree that all matters shall be foreclosed from negotiations until the period for reopening as set forth unless the parties mutually agree otherwise.

ARTICLE 23

UNEMPLOYMENT

23.1 Any unit member placed in a non-pay status during holidays, vacations, or semester breaks shall be assured re-employment as of the first day of resumption of school unless such unit member is specifically notified to the contrary not less than two weeks prior to the commencement of any such non-pay period.

ARTICLE 24
NOTIFICATION OF ORGANIZATIONAL CHANGES
REQUIRING POSITION ELIMINATION

24.1 Unit members will be notified, in writing, of organizational changes requiring position elimination at least six months prior to the date on which those changes become effective.

ARTICLE 25
MISCELLANEOUS

25.1 Where the term "days" appears in the Agreement, work days are intended.

The Wappingers Central School District and the Supervisory, Technical, Executive, and Professional Staff Association have ratified the above Agreement and such ratification is verified by the signatures appearing below.

Dated: *October 10, 2007*



PRESIDENT: STEPS ASSOCIATION



SUPERINTENDENT OF SCHOOLS